

Vizient Transition to Nurse Leader Program



Session 4 learner guide

Session 4: Human resources and people management and Team dynamics

Estimated time commitment: 3 hours

Learning objectives:

Human resources and people management	Team dynamics
<ul style="list-style-type: none">• Apply foundational HR policies and processes to common nursing leadership scenarios involving hiring, performance management, compensation, and leave.• Differentiate between the responsibilities of the nurse leader and the HR business partner in managing employee life cycle events and workplace issues.• Use HR tools and documentation best practices to support fair, legal, and consistent management of employee performance and conduct.	<ul style="list-style-type: none">• Describe the relationship between trust, safety, belonging, and accountability in effective nursing teams.• Apply at least two consistent leadership behaviors that build or maintain trust in their team.• Reflect on their leadership identity and identify one behavior to strengthen authenticity and alignment with core values.

Instructions

Before the Vizient National Connection Call session 5, complete the following:

- Review the Vizient modules:
 - Human resources and people management
 - Team dynamics

Transition to Nurse Leader Program Community discussion

After completing the module, navigate to the [Vizient Transition to Nurse Leader Program Community](#) page and answer the prompt questions below before the Vizient National Connection Call session 5:

1. Think about a recent moment when you were getting to know your team and saw something that revealed how your team works. It may be a conflict, a small success, or an unexpected interaction. What happened, and what did it teach you about your team's trust, belonging, or communication patterns?
2. Reflect on a time when you submitted a job requisition, supported an internal transfer, or recommended a promotion. What was one part of the HR process that surprised you or didn't go as expected? How did you navigate it, and what did you learn about your role as a leader in partnering with HR?

Recommended content (optional but encouraged for deeper learning)

- **Read:** [Nursing peer feedback: Optimizing our relationships with human resources, Nursing Outlook](#)
- **Listen:** [Fully Support Nurses, Episode 5 of the Future of Nursing Podcast](#)
- **Watch:** [Building Psychological Safety in Teams, Amy Edmondson](#)